



# EXAM ANNOUNCEMENT

The State of California is an equal opportunity employer to all, regardless of age, ancestry, color, disability (mental and physical), exercising the right to family care and medical leave, gender, gender expression, gender identity, genetic information, marital status, medical condition, military or veteran status, national origin, political affiliation, race, religious creed, sex (includes pregnancy, childbirth, breastfeeding and related medical conditions), and sexual orientation.

## SENIOR ENVIRONMENTAL SCIENTIST (SUPERVISORY) OPEN NON PROMOTIONAL - CONTINUOUS TESTING

### DEPARTMENTAL FOR STATE WATER RESOURCES CONTROL BOARD

All competitors who are successful in this examination will be eligible to be considered for a job opening with the State Water Resources Control Board (SWRCB) and the nine (9) Regional Water Quality Control Boards (RWQCB) (collectively the Water Boards).

#### HOW TO APPLY

Candidates who meet the minimum qualifications as stated below may apply for this examination. All applicants must meet the education and/or experience requirements as stated on this examination announcement. Meeting the minimum qualifications does not assure you a place on the eligibility list.

To apply for this examination, you must submit a complete examination application package. (Failure to provide a complete package could result in substantial delays in establishing your eligibility for employment.) The package is comprised of the following documents:

- **Standard State Application** <http://jobs.ca.gov/pdf/std678.pdf>
- **Training and Experience Exam** [http://www.waterboards.ca.gov/about\\_us/employment/docs/sres.docx](http://www.waterboards.ca.gov/about_us/employment/docs/sres.docx)
- **Photocopies of both official transcripts and degree**

Mail complete package to:

STATE WATER RESOURCES CONTROL BOARD  
HUMAN RESOURCES – EXAM UNIT  
1001 I STREET, 18<sup>TH</sup> FLOOR  
SACRAMENTO, CA 95814

**Do not send applications to the California Department of Human Resources.**

#### TEST DATES

Testing is considered continuous as dates can be set at any time and eligible lists are merged.

**A candidate may be tested only once within a 12-month period.** Therefore, if you are unsuccessful in this examination, you must wait 12 months to re-compete. If a candidate submits a second examination prior to the expiration of the 12 months, it will not be accepted.

#### EXAMINATION INFORMATION

INTERVIEWS WILL NOT BE HELD. This examination will consist of the Training & Experience questionnaire weighted 100%. To obtain a position on the eligibility list, applicants must achieve a minimum rating of 70% on the training and experience examination. This application is designed to elicit a range of specific information regarding each applicant's knowledge, abilities, and potential to effectively perform the duties of a Senior Environmental Scientist (Supervisory). Examination results will be mailed to your home address.

#### SALARY RANGE

\$7,963 - \$9,899

#### REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION

It is your responsibility to make sure you meet the education and/or experience requirements stated on this bulletin. Your signature on your application indicates you have read, understood and possess the basic qualifications required.

If you meet the entrance requirements for the class and the Senior Environmental Scientist (Specialist), you may file for both examinations on a single application.

**All applications/resumes must include: "to" and "from" dates (month/day/year); time base (full-time/part-time/number of hours per week/month); and civil service class titles where applicable.**

#### MINIMUM QUALIFICATIONS

Qualifying experience may be combined on a proportional basis if the requirements stated below include more than one pattern and are distinguished as "Either" I "or" II, "or" III, etc. For example candidates possessing qualifying experience amounting to 50% of the required time of pattern I, and additional experience amounting to 50% of the required time of pattern II, may be admitted to an examination as meeting 100% of the overall experience requirements.

**EDUCATION**

Possession of a bachelor's or advanced degree with a major in a biological, chemical, physical, or environmental science, or a closely related scientific discipline. (Admission to a masters or doctoral degree program in a biological, chemical, physical, or environmental science, soil science, water science, hydrology, agronomy, natural resource science, environmental or public health, physical geography, or a closely related scientific discipline shall be considered to meet these education qualifications.)

**EXPERIENCE****EITHER I**

Two years of experience in the California state service performing the duties of an Environmental Scientist, Range C.

**OR II**

Five years of increasingly responsible professional experience as a scientist in environmental analysis, research, management, planning, regulation, or investigation, two years of which have included responsibility in the development or implementation of environmental policies, programs, plans, or research projects; or conducting an environmental monitoring and surveillance, enforcement, or environmental management program; or in the direction of the work of a multidisciplinary environmental investigatory or regulatory staff, at a level equivalent to that of an Environmental Scientist, Range C, in the California state civil service. Possession of a master's degree in a biological, chemical, physical, or environmental science, soil science, water science, hydrology, agronomy, natural resource science, environmental or public health, physical geography, or a closely related scientific discipline may be substituted for one year of the required general experience; possession of a doctorate in the above-named disciplines may be substituted for two years of the general experience.

**ADDITIONAL  
DESIRABLE  
QUALIFICATIONS**

In appraising the relative qualifications of candidates, consideration will be given to the extent and type of pertinent experience and education over and above that required under Minimum Qualifications. Experience in management, research, planning, or consultation in environmental programs, demonstrated environmental management skills, and knowledge of broad principles of economics, social science, and political science will be given preference.

**THE POSITION**

This is the first supervisory level of the series. Incumbents supervise and direct the work of professional or technical staff, are responsible for staff development, performance evaluation, program budgeting, and work force planning, and do other related work. Incumbents performing in this capacity have the authority and responsibility in the interest of management to recruit, hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline employees. Incumbents have the responsibility to direct employees, adjust employee grievances, or effectively recommend such actions.

**KNOWLEDGE OF**

1. Basic principles of land, water, fish, wildlife, and other natural resources research.
2. Principles of ecology.
3. Soil and irrigation sciences, resource management, hydrology, geology, and waste prevention.
4. Statistical methods.
5. Land-use practices with reference to their general effect on human health, natural resources, agricultural productivity, and the environment.
6. Effects of hazardous and non-hazardous waste material and their interactions on the environment.
7. Chemical reactions.
8. California and Federal environmental laws, rules, regulations, and requirements.
9. Basic toxicology, hydrology, geology, and principles of risk assessment and risk management.
10. Concepts employed in a variety of disciplines including environmental planning, economics, and resource management.
11. Geolocation and geo-referencing software applications, resource conservation program impacts and implementation strategies.
12. Recycling issues.
13. Broad knowledge of the legislative process.
14. California and Federal environmental regulatory and resource management laws, regulations, plans, programs, and policies relating to their program area.
15. Resource management practices and techniques.
16. Chemical substances and waste materials and their interactions with and effects on public health and the environment.
17. Techniques for dispute resolution, principles and techniques of personnel management and supervision.
18. Budgeting and other administrative functions.
19. A manager's/supervisor's role in the Equal Employment Opportunity Program and the processes available to meet equal employment opportunity objectives.

**ABILITY TO**

1. Apply or modify scientific methods and principles.
2. Collect environmental data.
3. Analyze and evaluate data and reach sound conclusions.
4. Review, check, and interpret scientific and environmental reports.
5. Analyze situations and take appropriate actions.
6. Establish and maintain cooperative relations with all persons contacted.
7. Communicate effectively.
8. Prepare clear, complete, and technically accurate reports.
9. Apply laws, rules, regulations, policies, and requirements of California and Federal environmental protection and resource management programs.
10. Assess the impact of proposed State and Federal environmental legislation and regulations.
11. Understand principles of risk assessment and risk management.
12. Work with professionals from a variety of disciplines within and outside of State government.
13. Review and understand technical research reports on emerging public health and environmental issues.
14. Develop scientific methodologies, research projects, criteria, procedures, guidelines, reference materials, planning and regulatory documents, and other innovative solutions for critical and/or sensitive environmental management problems.
15. Independently plan environmental studies.
16. Provide research and evaluation of short-term and important projects concerning public health, agricultural productivity, and environmental protection.
17. Develop techniques for handling and analyzing a large variety of detailed data.
18. Communicate the results and implications of studies to nonspecialists.
19. Act as an expert witness in court or at legislative or quasi-judicial hearings.
20. Provide leadership in accomplishing basic functions and objectives in assigned programs; and inspire confidence and effective working relationships with employees, managers, and leaders in government and industry.
21. Inspire confidence and effective working relationships with employees, managers, and leaders in government and industry.
22. Plan, organize, and direct the work of others.
23. Perceive the alternatives available in the solution of management problems and select realistic courses of action.
24. Effectively contribute to the employer's equal employment opportunity objectives.

**ELIGIBLE LIST**

Names of successful competitors are merged onto the list in order of final scores, regardless of date. Eligibility expires after 12 months. Once your eligibility expires, you must reapply by submitting a new package. Please be aware that placement on the eligible list does not guarantee you will be selected for a job.

**VETERANS  
PREFERENCE**

Will be granted in this examination.

**CAREER CREDITS**

Will be granted in this examination.

**CONTACT  
INFORMATION**

State Water Resources Control Board, Exam Unit at (916) 341-5127 or [exams@waterboards.ca.gov](mailto:exams@waterboards.ca.gov) .

## GENERAL INFORMATION

The State Water Resources Control Board reserves the right to revise the examination plan to better meet the needs of the service if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all competitors will be notified.

If you meet the requirements stated on this bulletin, you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. Your performance in the examination will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their score.

**General Qualifications:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the classification. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

**Eligible lists:** Eligible lists established by competitive examination, regardless of date, must be used in the following order:

1. Sub-divisional promotional
2. Departmental promotional
3. Multi-departmental promotional
4. Service-wide promotional
5. Departmental open
6. Open

When there are two lists of the same kind, the older must be used first.

**Veterans Preference** in open, non-promotional examinations is granted to:

1. Any veteran
2. Widow or widower of a veteran
3. Spouse of a 100 percent disabled veteran

Candidates who meet the above criteria and achieve a passing score in the examination, shall be ranked in the top rank of the resulting eligibility list. Any veteran who has been dishonorably discharged or released is not eligible for veteran's preference. Veterans Preference is not granted once a person achieves permanent civil service status.

**Career Credits** in open, non-promotional examinations are granted to:

1. State employees with permanent civil service status
2. Full-time employees of the State who are exempt from State civil service pursuant to the provisions of Section 4 of Article VII of the California Constitution, and who meet all qualification requirement specified by the board and have 12 consecutive months of service in an exempt position
3. Individuals who have served one full year in, or are graduates of, the California Conservation Corps (eligibility shall expire 24 months after graduation from the California Conservation Corps).

Three points are added to the final test score of those candidates who meet the above criteria, and who are successful in the examination. Such examinations cannot be for managerial positions described in Government code section 3513. Competitors not currently employed in State civil service who have mandatory reinstatement rights may also be eligible for career credits, but they must explain their service status in the appropriate section of the Examination/Employment Application (STD 678).

**Applications:** Standard State Applications (std. 678) <http://jobs.ca.gov/Profile/StateApplication> or are available at the California Department of Human Resources located at 1810 16<sup>th</sup> Street, Sacramento CA 95811, local offices of the Employment Development Department and the testing department listed on the job bulletin.

**Contact Information:** You are responsible for keeping your contact information up to date. This can be done by connecting to <http://jobs.ca.gov/> and logging into your account.

TDD is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TDD Device.

California Relay Telephone Service for the Deaf or Hearing Impaired.

From TDD phones: 1-800-735-2929

From voice phones: 1-800-735-2922